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10 NOV 1976

MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM : F. W. M. Janney
Director of Personnel

SUBJECT : FY 77 Personnel Development Program

REFERENCE : Multiple Adse Memo fr DDCI dtd 12 Jul 76,
same subj.

1. Forwarded herewith is the statistical report of the Agency Consolidated FY 77 Personnel Development Program with a page-by-page analysis which includes suggested topics for discussion with the Heads of the Career Services. Copies of the PIP Reports for each of the Services are forwarded for reference; the individual name and identified position vacancy lists are retained by the Career Services for your individual review. Also attached is an analysis of how the Career Services complied with the suggestions made in referent memorandum.

2. The FY 77 PDP reports that goals were more nearly reached in FY 76 than in previous years; vacancies were more accurately projected; and the ratio of executive vacancies to qualified executives and to individuals being developed has greatly improved. The numbers of women and minorities in the PDP are representative of their numbers in the population concerned except for Blacks whose representation on the Developmental Roster substantially exceeds their percentage of the grade population. Training goals seem to be weak as a one-for-one ratio barely exists between developmental experiences and individuals on the Roster. With the extensive number of "core" courses and key developmental assignments available, the scheduled training/developmental assignments of PIP identified officers appears low. Overall, the statistics of the FY 77 PDP indicate a more carefully developed Program, in turn indicating an appreciation for the philosophy and purpose of PDP on the part of Agency managers.

F. W. M. Janney

Atts.

As Stated

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